

EMT / Training			
Grade / PS-1	FY18	FY19	FY20
Minimum	\$13.00	\$13.26	\$13.53
Step 1	\$13.26	\$13.53	\$13.80
Step 2	\$13.53	\$13.80	\$14.07
Step 3	\$13.80	\$14.07	\$14.35
Step 4	\$14.07	\$14.35	\$14.64
Step 5	\$14.35	\$14.64	\$14.93
Step 6	\$14.64	\$14.93	\$15.23
Step 7	\$14.93	\$15.23	\$15.54
Step 8	\$15.23	\$15.54	\$15.85
Step 9	\$15.54	\$15.85	\$16.16
Step 10	\$15.85	\$16.16	\$16.49

EMT / Firefighter			
Grade / PS-2	FY18	FY19	FY20
Minimum	\$15.45	\$15.76	\$16.07
Step 1	\$15.74	\$16.05	\$16.38
Step 2	\$16.05	\$16.37	\$16.70
Step 3	\$16.36	\$16.69	\$17.02
Step 4	\$16.65	\$16.98	\$17.32
Step 5	\$16.96	\$17.30	\$17.65
Step 6	\$17.25	\$17.60	\$17.95
Step 7	\$17.55	\$17.90	\$18.26
Step 8	\$17.85	\$18.21	\$18.57
Step 9	\$18.21	\$18.57	\$18.95
Step 10	\$18.57	\$18.94	\$19.32

COA Home Visitor			
Grade / C-O	FY18	FY19	FY20
Minimum	\$11.00	\$11.22	\$11.44
Step 1	\$11.30	\$11.53	\$11.76
Step 2	\$11.67	\$11.90	\$12.14
Step 3	\$12.02	\$12.26	\$12.51
Step 4	\$12.33	\$12.58	\$12.83
Step 5	\$12.63	\$12.88	\$13.14
Step 6	\$12.93	\$13.19	\$13.45
Step 7	\$13.22	\$13.48	\$13.75
Step 8	\$13.52	\$13.79	\$14.07
Step 9	\$13.79	\$14.07	\$14.35
Step 10	\$14.07	\$14.35	\$14.64

Lunch Coordinator			
Grade / C-1	FY18	FY19	FY20
Minimum	\$12.41	\$12.66	\$12.91
Step 1	\$12.72	\$12.97	\$13.23
Step 2	\$13.03	\$13.29	\$13.56
Step 3	\$13.34	\$13.61	\$13.88
Step 4	\$13.63	\$13.90	\$14.18
Step 5	\$13.94	\$14.22	\$14.50
Step 6	\$14.23	\$14.51	\$14.80
Step 7	\$14.54	\$14.83	\$15.13
Step 8	\$14.84	\$15.14	\$15.44
Step 9	\$15.14	\$15.44	\$15.75
Step 10	\$15.44	\$15.75	\$16.06

Assessors Clerk			
Grade / C-2	FY18	FY19	FY20
Minimum	\$13.05	\$13.31	\$13.58
Step 1	\$13.40	\$13.67	\$13.94
Step 2	\$13.77	\$14.05	\$14.33
Step 3	\$14.13	\$14.41	\$14.70
Step 4	\$14.44	\$14.73	\$15.02
Step 5	\$14.74	\$15.03	\$15.34
Step 6	\$15.04	\$15.34	\$15.65
Step 7	\$15.34	\$15.65	\$15.96
Step 8	\$15.64	\$15.95	\$16.27
Step 9	\$15.95	\$16.27	\$16.59
Step 10	\$16.27	\$16.60	\$16.93

Building / Planning Secretary			
Grade / C-3	FY18	FY19	FY20
Minimum	\$14.12	\$14.40	\$14.69
Step 1	\$14.49	\$14.78	\$15.08
Step 2	\$14.87	\$15.17	\$15.47
Step 3	\$15.23	\$15.53	\$15.85
Step 4	\$15.54	\$15.85	\$16.17
Step 5	\$15.83	\$16.15	\$16.47
Step 6	\$16.13	\$16.45	\$16.78
Step 7	\$16.44	\$16.77	\$17.10
Step 8	\$16.74	\$17.07	\$17.42
Step 9	\$17.07	\$17.41	\$17.76
Step 10	\$17.42	\$17.77	\$18.12

### PROVISIONS

Step advancement is automatic upon 3 year anniversary date of hire, not withstanding paragraph E.

Grade advancement for an existing position must be approved by vote of the Annual Town Meeting.

Use of "not otherwise classified" is reserved for new positions subject to appropriation at any town meeting but must be classified at the next Annual Town Meeting.

In accordance with MGL, Ch 41, Section 108A, elected officials are exempt from the compensation plan.

Compensation plan in no way alters or amends any other section of the personnel By-Law or supersedes authority of Town Meeting Appropriation

No amounts to be retroactive.

Step 10 is the last step that an employee can obtain.

Town Accountant & Administrative Assistant compensation per employment agreement, MGL Ch 41, 108N

Attachment A	<p align="center">July 1, 2017 - June 30, 2020</p> <p align="center">Pursuant to Town of Warren Personnel By-Law, Section V, paragraph A- Adopted 5/15/95 and MGL Chapter 41 Section 108A</p>
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Attachment A	<p align="center">July 1, 2017 - June 30, 2020</p> <p align="center">Pursuant to Town of Warren Personnel By-Law, Section V, paragraph A- Adopted 5/15/95 and MGL Chapter 41 Section 108A</p>
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Custodian			
Grade / PW-0	FY18	FY19	FY20
Minimum	\$11.19	\$11.41	\$11.64
Step 1	\$11.53	\$11.76	\$12.00
Step 2	\$11.95	\$12.19	\$12.43
Step 3	\$12.37	\$12.62	\$12.87
Step 4	\$12.67	\$12.92	\$13.18
Step 5	\$12.97	\$13.23	\$13.49
Step 6	\$13.27	\$13.54	\$13.81
Step 7	\$13.57	\$13.84	\$14.12
Step 8	\$13.87	\$14.15	\$14.43
Step 9	\$14.15	\$14.43	\$14.72
Step 10	\$14.43	\$14.72	\$15.01

Cemetery Labor			
Grade / PW-1	FY18	FY19	FY20
Minimum	\$13.52	\$13.79	\$14.07
Step 1	\$14.13	\$14.41	\$14.70
Step 2	\$14.45	\$14.74	\$15.03
Step 3	\$14.87	\$15.17	\$15.47
Step 4	\$15.17	\$15.47	\$15.78
Step 5	\$15.47	\$15.78	\$16.09
Step 6	\$15.76	\$16.08	\$16.40
Step 7	\$16.07	\$16.39	\$16.72
Step 8	\$16.37	\$16.70	\$17.03
Step 9	\$16.70	\$17.03	\$17.37
Step 10	\$17.03	\$17.37	\$17.72

WW Operator / Mechanic			
Grade / PW-2	FY18	FY19	FY20
<b>Minimum</b>	\$17.05	\$17.39	\$17.74
<b>Step 1</b>	\$17.42	\$17.77	\$18.12
<b>Step 2</b>	\$17.79	\$18.15	\$18.51
<b>Step 3</b>	\$18.16	\$18.52	\$18.89
<b>Step 4</b>	\$18.46	\$18.83	\$19.21
<b>Step 5</b>	\$18.75	\$19.13	\$19.51
<b>Step 6</b>	\$19.06	\$19.44	\$19.83
<b>Step 7</b>	\$19.36	\$19.75	\$20.14
<b>Step 8</b>	\$19.66	\$20.05	\$20.45
<b>Step 9</b>	\$20.05	\$20.45	\$20.86
<b>Step 10</b>	\$20.45	\$20.86	\$21.28

Driver Labor / Mechanic			
Grade / PW-3	FY18	FY19	FY20
Minimum	\$17.42	\$17.77	\$18.12
Step 1	\$17.92	\$18.28	\$18.64
Step 2	\$18.27	\$18.64	\$19.01
Step 3	\$18.65	\$19.02	\$19.40
Step 4	\$18.96	\$19.34	\$19.73
Step 5	\$19.24	\$19.62	\$20.02
Step 6	\$19.55	\$19.94	\$20.34
Step 7	\$19.85	\$20.25	\$20.65
Step 8	\$20.15	\$20.55	\$20.96
Step 9	\$20.55	\$20.96	\$21.38
Step 10	\$20.96	\$21.38	\$21.81

Foreman			
Grade / PW-4	FY18	FY19	FY20
Minimum	\$18.96	\$19.34	\$19.73
Step 1	\$19.46	\$19.85	\$20.25
Step 2	\$19.94	\$20.34	\$20.75
Step 3	\$20.44	\$20.85	\$21.27
Step 4	\$20.74	\$21.15	\$21.58
Step 5	\$21.05	\$21.47	\$21.90
Step 6	\$21.33	\$21.76	\$22.19
Step 7	\$21.64	\$22.07	\$22.51
Step 8	\$21.94	\$22.38	\$22.83
Step 9	\$22.38	\$22.83	\$23.28
Step 10	\$22.83	\$23.29	\$23.75

[illegible]

## PROVISIONS

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Town Accountant & Administrative Assistant compensation per employment agreement, MGL Ch 41, 108N

COA Director			
Grade / A-1	FY18	FY19	FY20
Minimum	\$16.63	\$16.96	\$17.30
Step 1	\$17.09	\$17.43	\$17.78
Step 2	\$17.55	\$17.90	\$18.26
Step 3	\$18.01	\$18.37	\$18.74
Step 4	\$18.31	\$18.68	\$19.05
Step 5	\$18.62	\$18.99	\$19.37
Step 6	\$18.93	\$19.31	\$19.69
Step 7	\$19.21	\$19.59	\$19.99
Step 8	\$19.51	\$19.90	\$20.30
Step 9	\$19.90	\$20.30	\$20.70
Step 10	\$20.30	\$20.71	\$21.12

Assistant Assessor			
Grade / A-2	FY18	FY19	FY20
Minimum	\$19.64	\$20.03	\$20.43
Step 1	\$20.26	\$20.67	\$21.08
Step 2	\$20.87	\$21.29	\$21.71
Step 3	\$21.50	\$21.93	\$22.37
Step 4	\$21.79	\$22.23	\$22.67
Step 5	\$22.09	\$22.53	\$22.98
Step 6	\$22.39	\$22.84	\$23.29
Step 7	\$22.69	\$23.14	\$23.61
Step 8	\$22.99	\$23.45	\$23.92
Step 9	\$23.45	\$23.92	\$24.40
Step 10	\$23.92	\$24.40	\$24.89

WWTP Chief Operator			
Grade / A-3	FY18	FY19	FY20
Minimum	\$22.97	\$23.43	\$23.90
Step 1	\$23.59	\$24.06	\$24.54
Step 2	\$24.21	\$24.69	\$25.19
Step 3	\$24.84	\$25.34	\$25.84
Step 4	\$25.15	\$25.65	\$26.17
Step 5	\$25.44	\$25.95	\$26.47
Step 6	\$25.74	\$26.25	\$26.78
Step 7	\$26.05	\$26.57	\$27.10
Step 8	\$26.35	\$26.88	\$27.41
Step 9	\$26.88	\$27.42	\$27.97
Step 10	\$27.41	\$27.96	\$28.52

Grade /	FY18	FY19	FY20

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